## FEDERAL COMMUNICATIONS COMMISSION Washington, DC 20554

Approved by OMB 3050-0076 Est, time per response 1 hour

## COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public burden.]

Name and Mailing Address of Respondent  Dubois Telephone Exchange, Inc.  P.O. Box 246	of Respond	lent je, Inc	*											Che	Check here if this is a change of	
2. Year Report Filed 2019		ţi.		Reporting Period (Ending Date Period Covered by Report) February 28, 2019	Reporting Period (Ending Date of Pay Period Covered by Report) February 28, 2019	ye		A. Number o	4. Number of Full-Time Employees during Selected Reporting Period (check one): a. Fewer than 16 (complete Sections I, IV, and V only)	nployees dun cone): omplete Sec	ing Selected	d V only)				
SECTION II - Full-Time Employees.	yees.							0.	List of more (complete all sections)	piete all secti	ons)					
								Num (Report emple	Number of Employees (Report employees in only one category)	yees one category						
Job									Race/Ethnicity							
Categories		Hispanic or Latino	2 2						Not-Hispanic or Latino	ic or Latino						Total
						Male	le					Female	lake			Columns A - N
	Male	e e	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific	Asian	American Indian or Alaska Native	Two or more races	
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1	1.1			-												=
Managers  Managers	1.2			12						-						Ų.
Professionals	N									_						1
Technicians	ω									-						=
Sales Workers	4															0
Administrative Support Workers	5									2						2
Craft Workers	6			6												6
Operatives	7															0
Laborers and Helpers	Co															0
Service Workers	(O															0
TOTAL	10 0		0	9	0	0	0	0	0	Us.	0	0	0	0	0	14
PREVIOUS YEAR TOTAL	11 ]		0	12	0	0	0	0	0	S	0	0	0	0	0	200

Job Categories	Employee	Hispanic or Latino	nic or no Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Male Asian	Report emp (Report emp American Indian or Alaska Native	Number of Employees (Report employees in only one category) Race/Ethnicity Not-Hispanic or Latino Indian or Alaska Native	ees in only one categorice/Ethnicity  Not-Hispanic or Latino  wo or more  wo armore  white	Black or African American		Pe Native Hawaiian ou Other Pacific	Female  Native Hawaiian or Other Pacific Islander	male
		Male	Female	White	Black or African American	Native Hawaiian c Other Pacific Islander		American Indian or Alaska Native	Two or mon		White		Black or African American	Black or Native African Hawaiian or American Other Pacific Islander	Black or Native Asian African Hawaiian or American Other Pacific Islander
Executive/Senior Level Officials and Managers	1	>	æ	n	O	m	п	၈	ı		-		L		*
First/Mid-Level Officials and Managers	d 1.2														
Professionals	N														
Technicians	ω														
Sales Workers	4														
Administrative Support Workers	رن ن										-	-	-	-	-
Craft Workers	o														
Operatives	7														
Laborers and Helpers	Co														
Service Workers	٥														
TOTAL	10	0	0	0	0	0	0	0	0		_	1 0		0	0 0
PREVIOUS YEAR TOTAL	11	0	0	0	0	0	0	0	0		-	1 0		0	0 0
This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or company before any body having competent jurisdiction in such matters during the calendar year covered by this report.  This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity state.  (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designal.)	se the Correct any bod se the Correct any bod se the Correct and cating particular particular and cating parti	ion Complainission that y having con mission that mission that arties involve	ints Pursua t no complair t no complair npetent jurisu t the following	nt to 47 CFR its regarding fiction in suc groundling groundling counts or ag	violations of the matters du alleging violations per pencies befor	55, 90.168, 10 the equal emring the calen ations of the pe which the m	01.4, and 101 ployment pro dar year cove dar year cove rovisions of a ratter has bee	.311. visions of Fed red by this repred by this reprint equal empiny equal empin heard, file n	eral, state, ter sort loyment oppo umber or othe	rate rate	ial, or locating statute	ial, or local statutes havity statute have been filesignation, and current	ial, or local statutes have been filed a ity statute have been filed against thi esignation, and current status or disp	- Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.  This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report.  This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.	ial, or local statutes have been filed against this ity statute have been filed against this company, esignation, and current status or disposition.
Date Typed or Printed Name of Person Signing  05/23/2019 Michael Kenney	Typed Mic	yped or Printed Name of Pa Michael Kenney	nowledge, information, and belief, all state Typed or Printed Name of Person Signing Michael Kenney	n Signing	ents in this re	port are true	Signature	00	6				)	77	Telephone No. (207) ASS 2241
Title of Person Signing VP/General Manager	ıager				OF ANY ST	FALSE STA	TEMENTS M	ADE ON THIS STRUCTION	FORM ARE PERMIT (47)	는 뭐	JNISHABLE S.C. 312 (A	NISHABLE BY FINE AND COR	JUISHABLE BY FINE AND/OR IMPRI	JUISHABLE BY FINE AND/OR IMPRISONMENT (1)	WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (47 U.S.C. 312 (A)(1) AND/OR FOR FEITURE (47 U.S.C. 503).